



State of Wisconsin

LEGISLATIVE REFERENCE BUREAU

☞ Appendix A ... segment II

LRB BILL HISTORY RESEARCH APPENDIX

☞ The drafting file for 2013 LRB-1702/4 (For: Rep. Genrich)

has been copied/added to the drafting file for

2013 LRB-2930 (For: Rep. Genrich)

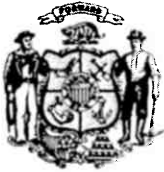
☞ Are These "Companion Bills" ?? ... No



RESEARCH APPENDIX - **PLEASE KEEP WITH THE DRAFTING FILE**

Date Transfer Requested: 08/14/2013 (Per: GMM)

☞ The attached draft was incorporated into the new draft listed above. For research purposes the attached materials were added, as a appendix, to the new drafting file. If introduced this section will be scanned and added, as a separate appendix, to the electronic drafting file folder.



State of Wisconsin
2013 - 2014 LEGISLATURE

IN 7/11
500



LRB-1702/2

GMM:kjf:ph

(3)
RHR

2013 BILL

Reg'n

1 AN ACT *to renumber and amend* 111.36 (1) (c); and *to create* 111.36 (1) (c) 2.,
2 111.36 (1) (c) 3. and 111.36 (4) of the statutes; **relating to:** reasonable
3 accommodation of an employee's inability to adequately undertake the
4 job-related responsibilities of a particular job because of pregnancy, childbirth,
5 or a related condition.

Analysis by the Legislative Reference Bureau

Current law prohibits employment discrimination on the basis of sex, including discrimination against any woman on the basis of pregnancy or a related medical condition. Current law also prohibits employment discrimination on the basis of disability, including refusing to reasonably accommodate an employee's disability, but the Labor and Industry Review Commission (LIRC) has held that pregnancy and pregnancy-related medical conditions are covered under the sex discrimination, and not the disability discrimination, provisions of the Fair Employment Law. *Goodrich v. Duro Paper Bag Mfg. Co, Inc.* (LIRC 02/14/92).

This bill provides that employment discrimination on the basis of sex includes all of the following:

1. Refusing to reasonably accommodate an employee's inability to adequately undertake the job-related responsibilities of a particular job because of pregnancy, childbirth, or a related condition that is known to the employer, including the need to express breast milk for a nursing child (lactation), unless the employer can demonstrate that the accommodation would pose a hardship on the employer's program, enterprise, or business.

BILL

inability to adequately undertake the job-related responsibilities
of a particular job

2. Requiring an employee to take family, medical, or any other type of leave as a reasonable accommodation of an employee's inability to adequately undertake the job-related responsibilities of a particular job because of pregnancy, childbirth, or a related condition that is known to the employer, including lactation, unless the employer can demonstrate that permitting the employee to remain at work would pose a hardship on the employer's program, enterprise, or business.

Specifically, the bill requires an employer to explore with an employee who requests a reasonable accommodation because of pregnancy, childbirth, or a related condition that is known to the employer, including lactation (reasonable accommodation), all possible means of providing the reasonable accommodation, including changing the employee's job responsibilities, changing the employee's work hours, relocating the employee's work area, providing mechanical or electronic aids to the employee, transferring the employee to a less strenuous or less hazardous job, or, subject to the prohibition against requiring an employee to take leave, providing family, medical, or any other type of leave to the employee.

Further, the bill requires an employer, on the request of an employee for a transfer to a less strenuous or less hazardous job as a reasonable accommodation, to transfer the employee for a period up to the duration of the employee's condition if: 1) the employer has a policy or practice, or is subject to a collective bargaining agreement, authorizing or requiring the transfer of an employee with a temporary disability to a less strenuous or less hazardous job for the duration of the disability; or 2) the employer can provide the transfer without creating additional employment that the employer would not have created otherwise, discharging any employee, transferring any other employee with more seniority than the employee requesting the transfer, or promoting to a particular job any employee who is not qualified to perform the job.

The people of the state of Wisconsin, represented in senate and assembly, do enact as follows:

1 **SECTION 1.** 111.36 (1) (c) of the statutes is renumbered 111.36 (1) (c) (intro.) and
2 amended to read:

3 111.36 (1) (c) (intro.) Discriminating against any woman on the basis of
4 pregnancy, childbirth, maternity leave, or a related ~~medical conditions by engaging~~
5 condition by doing any of the following:

6 1. Engaging in any of the actions prohibited under s. 111.322, including, ~~but~~
7 ~~not limited to, actions~~ any action concerning fringe benefit programs covering
8 illnesses and disability.

BILL

1 **SECTION 2.** 111.36 (1) (c) 2. of the statutes is created to read:

2 111.36 (1) (c) 2. Refusing to reasonably accommodate an employee's inability
3 to adequately undertake the job-related responsibilities of a particular job because
4 of pregnancy, childbirth, or a related condition that is known to the employer,
5 including the need to express breast milk for a nursing child, as provided in sub. (4),
6 unless the employer can demonstrate that the accommodation would pose a hardship
7 on the employer's program, enterprise, or business.

8 **SECTION 3.** 111.36 (1) (c) 3. of the statutes is created to read:

9 111.36 (1) (c) 3. Requiring an employee to take family or medical leave under
10 s. 103.10 or 29 USC 2612 or any other type of leave provided by the employer as a
11 reasonable accommodation under subd. 2., unless the employer can demonstrate
12 that permitting the employee to remain at work would pose a hardship on the
13 employer's program, enterprise, or business.

14 **SECTION 4.** 111.36 (4) of the statutes is created to read:

15 111.36 (4) (a) If an employee requests a reasonable accommodation under sub.
16 (1) (c) 2., the employer shall explore with the employee all possible means of
17 providing the reasonable accommodation, including changing the employee's job
18 responsibilities, changing the employee's work hours, relocating the employee's work
19 area, providing mechanical or electronic aids to the employee, transferring the
20 employee to a less strenuous or less hazardous job, or, subject to sub. (1) (c) 3.,
21 providing family, medical, or any other type of leave to the employee.

22 (b) If an employee requests transfer to a less strenuous or less hazardous job
23 as a reasonable accommodation under sub. (1) (c) 2., the employer shall transfer the
24 employee as requested for a period up to the duration of the employee's ~~condition~~ ^{reason} if
25 any of the following apply:

inability to adequately undertake the job-related responsibilities of a
particular job for a reason described in sub. (1) (c) 2.

BILL

1 1. The employer has a policy or practice, or is subject to a collective bargaining
2 agreement, authorizing or requiring the transfer of an employee with a temporary
3 disability to a less strenuous or less hazardous job for the duration of the disability.

2. The employer can provide the transfer without creating additional employment that the employer would not have created otherwise, discharging any employee, transferring any other employee with more seniority than the employee requesting the transfer, or promoting to a particular job any employee who is not qualified to perform the job.

9 SECTION 5. Nonstatutory provisions.

(1) EMPLOYMENT DISCRIMINATION POSTER. The department of workforce development shall revise the poster prepared under section DWD 218.23, Wisconsin Administrative Code, to include information concerning an employee's right to reasonable accommodation because of pregnancy, childbirth, or a related condition that is known to the employer under section 111.36 (1) (c) 2. and 3. and (4) of the statutes, as created by this act.

16 **SECTION 6. Initial applicability.**

(1) COLLECTIVE BARGAINING AGREEMENTS. This act first applies to an employee who is affected by a collective bargaining agreement containing provisions with this act on the day on which the collective bargaining agreement expires or is extended, modified, or renewed, whichever occurs first.

21 (END)

Malaise, Gordon

From: Peters, Steve
Sent: Friday, August 02, 2013 4:42 PM
To: Malaise, Gordon
Subject: FW: Newest Draft of LRB 1702: Reasonable accommodation of an employee's pregnancy

Gordon,

Rep. Genrich would like to try and incorporate these few last changes into 1702/3:

- The list of possible accommodations in section 4 should include some things specific to lactation, like additional break time and a private location to express breast milk, access to an electric outlet and to running water and refrigeration for storage.
- Section 2 "Refusing to reasonably accommodate an employee's CONDITION RELATED TO PREGNANCY, CHILDBIRTH OR RELATED MEDICAL CONDITION OR inability to adequately undertake the job-related responsibilities of a particular job because of pregnancy, childbirth, or a related condition . . ."
- 2. The employer can provide the transfer without having to create additional employment that the employer would not have created otherwise, discharge any employee, transfer any other employee with more seniority than the employee requesting the transfer, or promote to a particular job any employee who is not qualified to perform the job."

Also, would it be possible to, once these changes are made, to have a new LRB number so we are not circulating a /4?

Thanks

Steven Peters
Office of Representative Eric Genrich
304W State Capitol
608-266-0617

From: Elizabeth Gedmark [mailto:egedmark@abetterbalance.org]
Sent: Monday, July 22, 2013 5:03 PM

To: Peters, Steve
Cc: Dana Schultz; Dina Bakst; Rep.Genrich
Subject: Re: Newest Draft of LRB 1702: Reasonable accommodation of an employee's pregnancy

Hello all,

With apologies, here are just a couple final suggestions:

- The list of possible accommodations in section 4 should include some things specific to lactation, like additional break time and a private location to express breast milk, access to an electric outlet and to running water and refrigeration for storage.

Thank you,
Elizabeth

On Fri, Jul 19, 2013 at 4:24 PM, Elizabeth Gedmark <egedmark@abetterbalance.org> wrote:
Hello,

Thank you for sending the latest draft and responding to our question about Wisconsin regulations. This draft looks good, in terms of implementing our earlier suggestion.

As we said, we wanted to explore this approach a little bit more since it is not what we typically recommend. We asked a few close partners who also work on these issues to also think about it and they raised concerns that the "inability to adequately undertake the job-related responsibilities" may be interpreted narrowly. For example, a cashier who simply needs to carry a water bottle to stay hydrated *can* adequately undertake all job responsibilities, she just needs this simple accommodation in order to stay healthy. We know you would like to track Wisconsin disability language, but what do you think about also including broader language to ensure that no women are left out of the statutory scheme, such as:

Section 2 "Refusing to reasonably accommodate an employee's CONDITION RELATED TO PREGNANCY, CHILDBIRTH OR RELATED MEDICAL CONDITION OR inability to adequately undertake the job-related responsibilities of a particular job because of pregnancy, childbirth, or a related condition . . ."

Two additional thoughts:

-Will you add an effective date?

-A partner noted that the transfer language is a little ambiguous, we suggest this language, which brings it more in line with California's current transfer provision (<http://law.onecle.com/california/government/12945.html>):

"2. The employer can provide the transfer without having to create additional employment that the employer would not have created otherwise, discharge any employee, transfer any other employee with more seniority than the employee requesting the transfer, or promote to a particular job any employee who is not qualified to perform the job."

Thanks again!
Elizabeth

On Thu, Jul 18, 2013 at 4:36 PM, Peters, Steve <Steve.Peters@legis.wisconsin.gov> wrote:

Here is the latest version of LRB 1702 incorporating Elizabeth's suggestion. Can you take a look and provide feedback?

Steven Peters

Office of Representative Eric Genrich

304W State Capitol

608-266-0617

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Elizabeth Gedmark
Law Fellow
A Better Balance: The Work & Family Legal Center
80 Maiden Lane, Suite 606
New York, NY 10038
Office: 212-430-5982

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www.twitter.com/abetterbalance

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Elizabeth Gedmark
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New York, NY 10038
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www.twitter.com/abetterbalance

United States Department of Labor
Wage and Hour Division
Wage and Hour Division (WHD)

Section 7(r) of the Fair Labor Standards Act – Break Time for Nursing Mothers Provision

Effective March 23, 2010, the Patient Protection and Affordable Care Act amended the FLSA to require employers to provide a nursing mother reasonable break time to express breast milk after the birth of her child. The amendment also requires that employers provide a place for an employee to express breast milk.

Section 7 of the Fair Labor Standards Act of 1938 (29 U.S.C. 207) is amended by adding at the end the following:

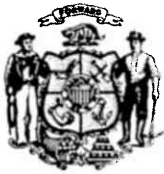
(r)(1) An employer shall provide—

- A. a reasonable break time for an employee to express breast milk for her nursing child for 1 year after the child's birth each time such employee has need to express the milk; and
- B. a place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, which may be used by an employee to express breast milk.

(2) An employer shall not be required to compensate an employee receiving reasonable break time under paragraph (1) for any work time spent for such purpose.

(3) An employer that employs less than 50 employees shall not be subject to the requirements of this subsection, if such requirements would impose an undue hardship by causing the employer significant difficulty or expense when considered in relation to the size, financial resources, nature, or structure of the employer's business.

(4) Nothing in this subsection shall preempt a State law that provides greater protections to employees than the protections provided for under this subsection.



State of Wisconsin
2013-2014 LEGISLATURE



LRB-17028
GMM:kjf:rs

2013 BILL

any condition of an employee that is related to pregnancy or childbirth and of

Regen

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2 111.36 (1) (c) 3. and 111.36 (4) of the statutes; relating to: reasonable
3 accommodation of an employee's inability to adequately undertake the
4 job-related responsibilities of a particular job because of pregnancy, childbirth,
5 or a related condition.

Analysis by the Legislative Reference Bureau

Current law prohibits employment discrimination on the basis of sex, including discrimination against any woman on the basis of pregnancy or a related medical condition. Current law also prohibits employment discrimination on the basis of disability, including refusing to reasonably accommodate an employee's disability, but the Labor and Industry Review Commission (LIRC) has held that pregnancy and pregnancy-related medical conditions are covered under the sex discrimination, and not the disability discrimination, provisions of the Fair Employment Law. *Goodrich v. Duro Paper Bag Mfg. Co, Inc.* (LIRC 02/14/92).

This bill provides that employment discrimination on the basis of sex includes all of the following:

1. Refusing to reasonably accommodate an employee's inability to adequately undertake the job-related responsibilities of a particular job because of pregnancy, childbirth, or a related condition that is known to the employer, including the need to express breast milk for a nursing child (lactation), unless the employer can demonstrate that the accommodation would pose a hardship on the employer's program, enterprise, or business.

any condition, including a medical condition of an employee that is related to pregnancy or childbirth, or to reasonably accommodate

BILL

2. Requiring an employee to take family, medical, or any other type of leave as a reasonable accommodation of an employee's inability to adequately undertake the job-related responsibilities of a particular job because of pregnancy, childbirth, or a related condition that is known to the employer, including lactation, unless the employer can demonstrate that permitting the employee to remain at work would pose a hardship on the employer's program, enterprise, or business.

Specifically, the bill requires an employer to explore with an employee who requests a reasonable accommodation because of pregnancy, childbirth, or a related condition that is known to the employer, including lactation (reasonable accommodation), all possible means of providing the reasonable accommodation, including changing the employee's job responsibilities, changing the employee's work hours, relocating the employee's work area, providing mechanical or electronic aids to the employee, transferring the employee to a less strenuous or less hazardous job, or, subject to the prohibition against requiring an employee to take leave, providing family, medical, or any other type of leave to the employee.

Further, the bill requires an employer, on the request of an employee for a transfer to a less strenuous or less hazardous job as a reasonable accommodation, to transfer the employee for a period up to the duration of the employee's inability to adequately undertake the job-related responsibilities of a particular job if: 1) the employer has a policy or practice, or is subject to a collective bargaining agreement, authorizing or requiring the transfer of an employee with a temporary disability to a less strenuous or less hazardous job for the duration of the disability; or 2) the employer can provide the transfer without ~~creating~~ additional employment that the employer would not have created otherwise, ~~discharging~~ any employee, ~~transferring~~ any other employee with more seniority than the employee requesting the transfer, or ~~promoting~~ to a particular job any employee who is not qualified to perform the job.

having to create

transfer

promote

discharge

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2 amended to read:

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4 pregnancy, childbirth, maternity leave, or a related ~~medical conditions by engaging~~ ~~condition by doing any of the following:~~ *

5 condition by doing any of the following:
6 1. Engaging in any of the actions prohibited under s. 111.322, including, ~~but~~
7 ~~not limited to,~~ actions any action concerning fringe benefit programs covering
8 illnesses and disability.

BILL

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3 to adequately undertake the job-related responsibilities of a particular job because
4 of pregnancy, childbirth, or a related condition that is known to the employer,
5 including the need to express breast milk for a nursing child, as provided in sub. (4),
6 unless the employer can demonstrate that the accommodation would pose a hardship
7 on the employer's program, enterprise, or business.

8 **SECTION 3.** 111.36 (1) (c) 3. of the statutes is created to read:

9 111.36 (1) (c) 3. Requiring an employee to take family or medical leave under
10 s. 103.10 or 29 USC 2612 or any other type of leave provided by the employer as a
11 reasonable accommodation under subd. 2., unless the employer can demonstrate
12 that permitting the employee to remain at work would pose a hardship on the
13 employer's program, enterprise, or business.

14 **SECTION 4.** 111.36 (4) of the statutes is created to read:

15 111.36 (4) (a) If an employee requests a reasonable accommodation under sub.
16 (1) (c) 2., the employer shall explore with the employee all possible means of
17 providing the reasonable accommodation, including changing the employee's job
18 responsibilities, changing the employee's work hours, relocating the employee's work
19 area, providing mechanical or electronic aids to the employee, transferring the
20 employee to a less strenuous or less hazardous job, or, subject to sub. (1) (c) 3.,
21 providing family, medical, or any other type of leave to the employee.

22 (b) If an employee requests transfer to a less strenuous or less hazardous job
23 as a reasonable accommodation under sub. (1) (c) 2., the employer shall transfer the
24 employee as requested for a period up to the duration of the employee's inability to

as provided in par. (b), providing
any or all of the accommodations
specified in par. (c), if applicable.

BILL**SECTION 4**

adequately undertake the job-related responsibilities of a particular job for a reason described in sub. (1) (c) 2. if any of the following apply:

1. The employer has a policy or practice, or is subject to a collective bargaining agreement, authorizing or requiring the transfer of an employee with a temporary disability to a less strenuous or less hazardous job for the duration of the disability.

6 2. The employer can provide the transfer without ^{having to create} ~~creating~~ additional ^{discharge} employment that the employer would not have created otherwise, ~~discharging~~ any ^{transfer} employee, ~~transferring~~ any other employee with more seniority than the employee requesting the transfer, or ^{promote} ~~promoting~~ to a particular job any employee who is not qualified to perform the job.

11 **SECTION 5. Nonstatutory provisions.**

12 (1) EMPLOYMENT DISCRIMINATION POSTER. The department of workforce
13 development shall revise the poster prepared under section DWD 218.23, Wisconsin
14 Administrative Code, to include information concerning an employee's right to
15 reasonable accommodation because of pregnancy, childbirth, or a related condition
16 that is known to the employer under section 111.36 (1) (c) 2. and 3. and (4) of the
17 statutes, as created by this act.

18 **SECTION 6. Initial applicability.**

19 (1) COLLECTIVE BARGAINING AGREEMENTS. This act first applies to an employee
20 who is affected by a collective bargaining agreement containing provisions with this
21 act on the day on which the collective bargaining agreement expires or is extended,
22 modified, or renewed, whichever occurs first.

23 (END)

D-Note

**2013-2014 DRAFTING INSERT
FROM THE
LEGISLATIVE REFERENCE BUREAU**

LRB-1702/4ins
GMM.....

(INSERT 4-10)

1 (c) If an employee requests a reasonable accommodation due to the need to
2 express breast milk for a nursing child, the employer shall explore with the employee
3 all of the following possible means of providing that reasonable accommodation:

4 1. Providing the employee with a reasonable break time to express breast milk.
5 An employer is not required to compensate an employee receiving reasonable break
6 time under this subdivision[✓] for any work time spent expressing breast milk.

7 2. Providing a private place, other than a bathroom, that is shielded from view
8 and free from intrusion by coworkers and the public where the employee may express
9 breast milk.

10 3. Providing the employee with access to an electrical outlet, running water,
11 and a refrigerator for the storage of breast milk.

(END INSERT)

(INSERT A)

¶ Finally, the bill requires an employer, on the request of an employee for a reasonable accommodation due to the need to express breast milk for a nursing child, to explore with the employee all of the following possible means of providing that reasonable accommodation: 1) providing the employee with a reasonable break time to express breast milk; 2) providing a private place, other than a bathroom, that is shielded from view and free from intrusion by coworkers and the public where the employee may express breast milk; and 3) providing the employee with access to an electrical outlet, running water, and a refrigerator for the storage of breast milk.

(END INSERT)

**DRAFTER'S NOTE
FROM THE
LEGISLATIVE REFERENCE BUREAU**

LRB-1702/4dp
GMM.....

Date

Representative Genrich:

The language of this draft relating to reasonable accommodation of an employee's need to express breast milk is taken from 29 USC 207 (r), which was recently added to the federal Fair Labor Standards Act by the Patient Protection and Affordable Care Act.

If you determine that this draft is ready for introduction, please advise and I will convert the draft to a /1 under a new LRB number.

Gordon M. Malaise
Senior Legislative Attorney
Phone: (608) 266-9738
E-mail: gordon.malaise@legis.wisconsin.gov

**DRAFTER'S NOTE
FROM THE
LEGISLATIVE REFERENCE BUREAU**

LRB-1702/4dn
GMM:kjf:jm

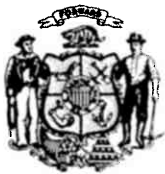
August 8, 2013

Representative Genrich:

The language of this draft relating to reasonable accommodation of an employee's need to express breast milk is taken from 29 USC 207 (r), which was recently added to the federal Fair Labor Standards Act by the Patient Protection and Affordable Care Act.

If you determine that this draft is ready for introduction, please advise and I will convert the draft to a /1 under a new LRB number.

Gordon M. Malaise
Senior Legislative Attorney
Phone: (608) 266-9738
E-mail: gordon.malaise@legis.wisconsin.gov



State of Wisconsin
2013 - 2014 LEGISLATURE



LRB-1702/4
GMM:kjf:jm

2013 BILL

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BILL

responsibilities of a particular job because of pregnancy, childbirth, or a related condition that is known to the employer, including the need to express breast milk for a nursing child (lactation), unless the employer can demonstrate that the accommodation would pose a hardship on the employer's program, enterprise, or business.

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Finally, the bill requires an employer, on the request of an employee for a reasonable accommodation due to the need to express breast milk for a nursing child, to explore with the employee all of the following possible means of providing that reasonable accommodation: 1) providing the employee with a reasonable break time to express breast milk; 2) providing a private place, other than a bathroom, that is shielded from view and free from intrusion by coworkers and the public where the employee may express breast milk; and 3) providing the employee with access to an electrical outlet, running water, and a refrigerator for the storage of breast milk.

The people of the state of Wisconsin, represented in senate and assembly, do enact as follows:

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9 **SECTION 2.** 111.36 (1) (c) 2. of the statutes is created to read:

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18 **SECTION 3.** 111.36 (1) (c) 3. of the statutes is created to read:

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23 employer's program, enterprise, or business.

24 **SECTION 4.** 111.36 (4) of the statutes is created to read:

BILL

1 111.36 (4) (a) If an employee requests a reasonable accommodation under sub.
2 (1) (c) 2., the employer shall explore with the employee all possible means of
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4 responsibilities, changing the employee's work hours, relocating the employee's work
5 area, providing mechanical or electronic aids to the employee, transferring the
6 employee to a less strenuous or less hazardous job as provided in par. (b), providing
7 any or all of the accommodations specified in par. (c), if applicable, or, subject to sub.
8 (1) (c) 3., providing family, medical, or any other type of leave to the employee.

9 (b) If an employee requests transfer to a less strenuous or less hazardous job
10 as a reasonable accommodation under sub. (1) (c) 2., the employer shall transfer the
11 employee as requested for a period up to the duration of the employee's inability to
12 adequately undertake the job-related responsibilities of a particular job for a reason
13 described in sub. (1) (c) 2. if any of the following apply:

14 1. The employer has a policy or practice, or is subject to a collective bargaining
15 agreement, authorizing or requiring the transfer of an employee with a temporary
16 disability to a less strenuous or less hazardous job for the duration of the disability.

17 2. The employer can provide the transfer without having to create additional
18 employment that the employer would not have created otherwise, discharge any
19 employee, transfer any other employee with more seniority than the employee
20 requesting the transfer, or promote to a particular job any employee who is not
21 qualified to perform the job.

22 (c) If an employee requests a reasonable accommodation due to the need to
23 express breast milk for a nursing child, the employer shall explore with the employee
24 all of the following possible means of providing that reasonable accommodation:

BILL

1 1. Providing the employee with a reasonable break time to express breast milk.
2 An employer is not required to compensate an employee receiving reasonable break
3 time under this subdivision for any work time spent expressing breast milk.

2. Providing a private place, other than a bathroom, that is shielded from view and free from intrusion by coworkers and the public where the employee may express breast milk.

7 3. Providing the employee with access to an electrical outlet, running water,
8 and a refrigerator for the storage of breast milk.

9 SECTION 5. Nonstatutory provisions.

(1) EMPLOYMENT DISCRIMINATION POSTER. The department of workforce development shall revise the poster prepared under section DWD 218.23, Wisconsin Administrative Code, to include information concerning an employee's right to reasonable accommodation because of pregnancy, childbirth, or a related condition that is known to the employer under section 111.36 (1) (c) 2. and 3. and (4) of the statutes, as created by this act.

16 **SECTION 6. Initial applicability.**

(1) COLLECTIVE BARGAINING AGREEMENTS. This act first applies to an employee who is affected by a collective bargaining agreement containing provisions with this act on the day on which the collective bargaining agreement expires or is extended, modified, or renewed, whichever occurs first.

21 (END)